

Programa di Supervision Efectivo a Principia pa Supervisornan



Vice President John R. Gibbs opened the Effective Supervision Program on September 17. Joe Carroll (at right) is one of the instructors of the program.

Ariba September 17, E Seccion di Entrenamento di Employee Relations Department a cuminsa un "Programa di Supervision Efectivo" pa dos grupo, cada un di 24 empleado. E participantenan a ser nombrá door di nan respectivo departamentonan.

E obhetivo primario di e programa ta pa mehora efectividad di e organizacion door di sinja habilidadnan supervisorio y e haberi necesario pa ehecuta responsabilidanan di un supervisor efectivo.

E curso ta dividí den dos fase i sesionnan di seis dia comple-

to (di 8 a.m. te 5 p.m.) pa cada grupo. E programa lo termina ariba October 24 pa e ultimo grupo.

Instructornan pa e curso, cual ta ser duná den Edificio di Administracion, ta: Joe Carroll, Norman Mainland, Fabian Francis, Elias Fingal, Ray Farro, Ralph Swingholm, Higinio Kelly, Carlos de Cuba y Raul Sanchez di Creole - Caracas.

E curso a ser desaroyá door di Exxon y a ser adaptá pa satisfice e necesidadnan di Lago. E programa ta bao coordinacion di Carlos de Cuba, Consehero di Entrenamento.



Vice President John R. Gibbs (na robes) a habri e Programa di Supervision Efectivo September 17. Joe Carroll (aki riba) ta uno di e instructornan pa e programa.

Skills Training Improvement Program Launched for Refinery Employees

Recently Lago introduced the Skills Training Improvement Program (STIP) which is a joint project of Exxon Company and Exxon Chemical Company, USA.

Initiated in 1970, the STIP is intended to provide a coordinated approach within Exxon to the training needs of Mechanical and Process employees primarily. This approach results in more effective training in a shorter period.

The concept of Skills Training Modules is part of this pro-

gram, which also includes an implementation system. A module is considered a group of related tasks, skills and subject matter knowledge which can be logically presented as a self-contained unit of training. A module varies from one hour to 40 hours of learning time. It includes pre-test and post-test work.

How the Learning System Works

The learning system of the program includes the following steps:

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Effective Supervision Program Starts for Supervising Personnel

On September 17, the Training Section of the Employee Relations Department began an "Effective Supervision Program" for two groups of 24 employees each. The participants were nominated by their respective departments.

The primary objective of the program is to improve effectiveness of the organization by teaching supervisory skills and knowledge necessary to carry out responsibilities of an effective supervisor.

The course is split in two phases of six full-day (8 a.m. till

5 p.m.) sessions for each group. The program will end on October 24 for the last group.

Instructors of the course, which is given in the Administration Building, are: Joe Carroll, Norman Mainland, Fabian Francis, Elias Fingal, Ray Farro, Ralph Swingholm, Higinio Kelly, Carlos de Cuba, and Raul Sanchez of Creole - Caracas.

The course was developed by Exxon and has been adapted to meet Lago's needs. The program is coordinated by Carlos de Cuba, Training Adviser.



Medical Department personnel held a special get-together on Sept. 26 during which several gifts were presented to retiring Medical Director Dr. G. G. Hendrickson. (See page 7)

Personal di Depto. Medico a tene un encuentro special Sept. 26 durante cual varios regalo a ser presentá na Director Medico Dr. G. G. Hendrickson cu ta bai cu penson. (Mira pag. 7)

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The installation of cone roofs on Tank 851 and Tank 861 (at right) required an investment of approximately Fls. 850,000.

Instalacion di dak di forma di cono ariba Tanki 851 y Tanki 861 (na drechi) a requeri un inversion di mas of menos Fls. 850.000.

Tanks 851/861 Provided with Roofs To Eliminate Cleanliness Problem

Two main sources that at times caused a cleanliness problem in some areas close to Lago's fence at the west end of the refinery was recently eliminated with the installation of roofs on Tanks 851/861. Built in 1969/1970, these 400,000-barrel tanks are used to store low sulphur fuel oil.

Since that time, when there is a change in the wind from its traditional northeast pattern to southwest direction, small droplets of oil had been blown out of the open-top tanks by strong winds upon some locations close to the refinery fence. This has been a source of concern, especially from garages in the neighborhood.

To solve this problem, Lago developed plans to put cone roofs on several tanks, and since April this year Chicago Bridge & Iron Works has been installing roofs on these two

tanks. Tank 861 was completed in July and Tank 851 was recently completed. At present, the Aruba Paint Company is doing the sandblasting and paint work on them.

In addition to help provide cleaner environment, the new roofs will exclude rainwater from the tanks. This in turn ensures better quality product. Also, evaporation loss will be kept at a minimum and the tanks can be utilized to maximum capacity.

The total cost of the roof project for these two tanks amounts to approximately Fls. 850,000.

Nestor Moreno was first in charge of the project, which was later taken over by Eddy de Lannoy, both of Mechanical Engineering, as Project Engineers, while Stanley Lejuez was the Field Engineer.

Dak Instala pa Tankinan 851-861 Pa Elimina Problema di Limpieza

Dos fuente principal cu a veces tabata causa un problema di limpieza den algun sitio cerca di muraya di Lago na parti west di refinaria a keda eliminá recientemente cu instalacion di daknan pa Tankinan 851/861. Trahá na 1969/1970, e tankinan di 400,000 baril ta ser usá pa deposita azeta combustible cu tin poco azufre aden.

Desde tal tempo, ki ora cu tin un cambio den direccion di e biento tradicional di noord-oost pa direccion di zuidwest, druppelnan fini di azeta tabata ser suplá for di den e tankinan habrí door di biento fuerte y ta ser mandá ariba lugarnan cerca di muraya di refinaria. Esaki tabata un fuente di preocupacion, especialmente pa e donjonan di garashinan den vecindario.

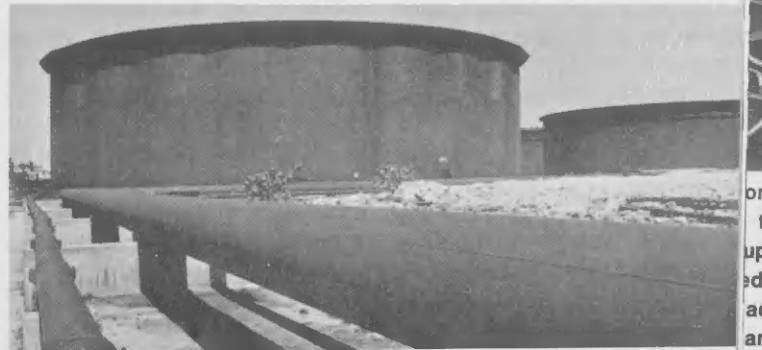
Pa soluciona e problema aki, Lago a desaroya plannan pa pone dak den forma di un cono ariba varios tanki, y desde April e anja aki Chicago Bridge &

Iron Works ta instalando daknan pa e dos tankinan. Tanki 861 a ser terminá na Juli y Tanki 851 a ser completá poco dia pasá. Actualmente, Aruba Paint Company ta haci trabao di sandblast y verfmento ariba e tankinan.

Ademas di yuda provee un ambiente mas limpi, e daknan nobo lo tene awa di yobida afor di e tankinan. Esaki en turno ta asegura producto di mehor calidad. Ademas, perdida pa motibo di evaporacion lo ser tení na un minimo y e tankinan por ser utilizá te na nan capacidad maximo.

E costo total di e proyecto di dak pa e dos tankinan ta como Fls. 850,000.

E proyecto inicialmente tabata na encargo di Nestor Moreno, pero despues a ser tumá over pa Eddy de Lannoy, ambos di Mechanical Engineering, como Ingeniero di Proyecto, mientras Stanley Lejuez tabata e Field Engineer.



Bartholomeo Romano receives his 25-year service watch from Division Superintendent Luis Anjie, while Zone Supervisor Ken Brooks looks on.

Bartholomeo Romano ta recibi su oloshi pa 25 anja di servicio for di Division Superintendent Luis Anjie, mientras Zone Supervisor Ken H. Brook ta mirando.

Thirty Employees Honored for Long Service with the Company



Ramon V. Cooper receives his 30-year service award from Industrial Security Administrator W. Brinkman.



Division Superintendent Everett Beaujon presents 30-year service award to Maximo Tromp.



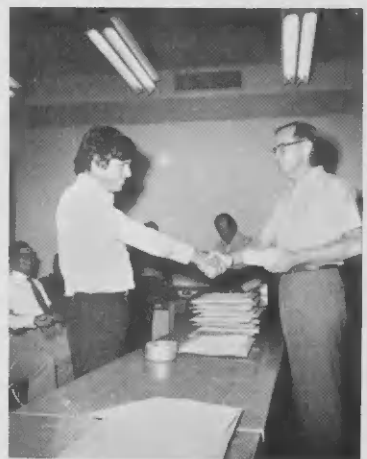
Bruno Geerman receives 30-year service award from Mechanical Manager Gil Lorenson.



Process Manager Ted Burton presents 30-year service award to Domingo Ridderstap.



Some eighteen employees who celebrated their 30-year service anniversary during September are here in the GOB Conference Room where they received their service awards from their respective Division Superintendents or Department Managers. The group of 30-year service men for September included: Pedro L. Peña, Mario Alberts, Simeon E. Farro, Jose Froijk, Efigenio Irausquin, Pedro Kelly, Louis B. Maduro, Casper Oduber, Vicente Thiel, and Sabath J. Oduber, all of Process Department; Bruno Geerman, Gabriel A. Kelly, Juan Maduro, Nicolaas Quandus, Raymundo Solagnier, Benedicto van der Linde, all of the Mechanical Department; Maximo Tromp, Technical; and Ramon V. Cooper, Industrial Security.



Juan Yarzagaray receives 25-year service watch from Process Manager Ted R. Burton.

* * *

Juan Yarzagaray ta recibí su oloshi di 25 anja di servicio for di Gerente di Process Ted R. Burton.



Management members who completed their 30-year service anniversary on September 18 are here with top management members (round the table, clockwise): Agrepino Maduro, Angel Martilia, Paulus Rasmijn, Octavio Franken, Employee Relations Manager Fabian Francis, Vice President John R. Gibbs, President J. M. Ballenger, Gilberto Maduro, Mauricio Croes, Pedro C. Fingal, Stefford Courtar, Victor Helder and Felix Bikker. Not in the picture was Cerillo Werleman.



Skills Training Improvement Program (STIP) Launched for Refinery Employees

(Continued from page 1)

First, the employee takes a pre-test to determine whether he needs to take the entire module or only part of it.

Second, if indicated by the pre-test that the employee can benefit by the program, he will receive instruction through videotape and/or lectures in such subjects as fundamental facts, safety features and key principles of his specific field of work. Throughout this part of the instruction, the employee is required to answer questions and problems in a programmed instructional workbook. The workbook is not graded, but is an essential part of the instruction.

Third, the employee is given a chance to do practical work in a skills training lab. This lab consists of a supervised — hands on — practical involvement and experience in applying the facts, principles and safety features to actual job performance.

Fourth, the employee is tested on his classroom and skills lab instruction. This will determine whether the employee has learned the Terminal Performance Objectives (TPO) of the instructional module. If the employee fails the criterion test items for any one segment, he is assigned remediation, educational work, or counseling to prepare him to retake that part of the test.

The Terminal Performance Objectives (TPO) consist of three parts :

- a. The action the trainee must perform to show that he has accomplished the goal.
- b. The conditions or circumstances under which the trainee will be expected to perform.
- c. The criterion or standard of performance which will be used to evaluate the successful performance of the trainee.

Fifth, additional applicatory experience and practice will be given for full job proficiency. This will be accomplished in planned on-the-job productive performance with the supervisor

using the checklists provided in the module. It is important that this performance review be carried out in the shortest possible period of time.

The Mechanical Department has already begun with the Skills Training Improvement Program for its tradesmen. Coordinator for this program is Jerry Francis, assisted by Mechanical Instructor Pablo van der Biezen. Other instructors assisting in the program will be experts in their specific fields.

The modules or units of training already developed for Mechanical tradesmen at Lago include: Scaffold Building, with Joe Davies from Scaffold Rentals, Baton Rouge, as instructor; International Rules and Regulations on Hand Hoist Signals for Equipment Operators instructed by Pablo van der Biezen; Soot Blower Training given by Franklin Dowling; an Instrumentation Training Program on the DC-3500 specifically tailored for Mechanical - Instrument and I. E. E. S. personnel given by Errol Browne. This covered Field Test Equipment, Blueprint Reading, Oscilloscopes and Flow Instruments. An Analyzer training program is being given by J.Higgenbottom which includes PH

and Oxygen analyzers, chlorinators and hydrocarbon nomenclature.

To implement the program, the following steps are followed :

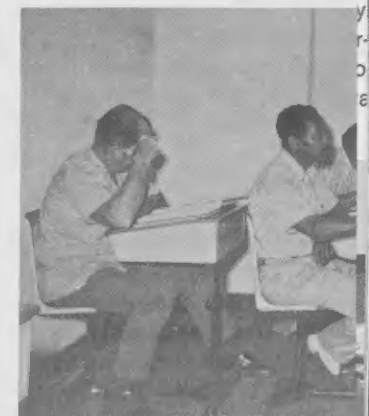
- (1) All tasks are listed which the trainee will be required to perform.
- (2) An analysis or evaluation is made of each task to determine what skills and /or knowledge is needed to do the task.
- (3) A chart is prepared to arrange all the tasks in an orderly and logical sequence. This chart shows graphically the interrelations, such as prerequisites and relative complexity.

The Mechanical Department's objective is to give every tradesman a chance to follow this STIP instruction to enable him to improve his skills and job performance, using optimum training methods, teaching aids and programs used throughout the Exxon organization.

The STIP training site is temporarily located in the Laboratories building. Plans are being developed to make this the Mechanical Department's permanent training center.



Instructor Pablo van der Biezen all types of Instructor Pablo van der Biezen man pa tur ti



Franklin Dowling gives instruction group of Franklin Dowling ta duna instru Blower na gr



Instructor J. Higgenbottom gives practical instruction to a group of Mechanical-Instrument personnel on analyzers. They also receive similar training on chlorinators.

Instructor J. Higgenbottom ta duna instruccion practico na un grupo di empleadonan di Mechanical-Instrument tocante analizadonan. Tambe nan ta recibi un entrenamiento similar ariba chlorinadonan.



Errol Browne teaches an Instructor 3500 to Mechanical-Instrument/Electric Errol Browne ta sinja un Programa de Computador Digital 3500 y na personal di Instrum

Programa STIP pa Mehora Habilidad Principia pa Empleados di Refineria



International hand signals for use at Lago.
 Enseñanza de señalan internacional di mano na Lago.



Training for maintenance and repair to be performed on Soot Blowers.
 Enseñanza y reparacion di Soot Blowers Mechanical.



Training program on Digital Control System for Instrumentation Personnel of Instrumentation and Mechanical-Instrumentation Section.

Recientemente Lago a introduci e "Skills Training Improvement Program" (STIP) cual ta un "Programa di Entrenamento pa Mehora Habilidad", cual ta un proyecto conhuntito di Compania Exxon y Compania Quimico di Exxon na Estados Unidos.

Iniciá na 1970, e programa STIP ta intencioná pa trece un sistema coordiná dentro di Exxon pa e necesidadnan di entrenamento principalmente pa empleadonan di Mechanical y Process. E sistema aki ta resulta den entrenamento mas efectivo y den un periodo mas cortico.

E concepto di Módulo pa Entrenamento di Habilidad ta parti di e programa aki, cual tambe ta inclui un sistema di aplicacion practico. Un **Módulo** ta ser considerá un grupo di tareanan, habilidadnan y conocimiento di cierto asunto relacioná cual por ser presentá den forma logico como un unidad di training ariba su mes. Un módulo ta varia for di un ora te 40 ora di enseñanza. El ta inclui testnan promer y despues di cada curso.

Com e Sistema di Enseñanza Ta Traha

E sistema di enseñanza ta inclui e siguiente pasonan :

Promer, e empleado ta tuma un test na principio pa determina si e mester tuma henter e módulo of curso of solamente parti di dje.

Segundo, si e test aki indica cu e empleado por beneficia door di e programa, el lo recibi instruccion mediante presentacion di videotape y/of slide, instruccion programá y/of lectura den tal topiconan manera hecho-

nan fundamental, puntonan principal di seguridad, y principionan clave di su ramo specifico di trabao. Durante henter e parti aki di e instruccion, e empleado lo mester contesta preguntas y problemas den un boeki di instruccion programá. E boeki aki no ta un test y el no ta haya punto pa esaki, pero el ta un parti esencial di e instruccion.

Tercera, e empleado ta haya chens pa haci trabao practico den un laboratorio pa entrenamento di su habilidad. E laboratorio aki ta consisti di trabao y experiencia practico — usando mannan — pa aplica e hechonan, principionan y puntonan di seguridad den ehecuion di trabao.

Di Cuatro, e empleado ta haya test tocante loke el a sirja den klas y den entrenamento practico. Esaki lo determina cu si e empleado a sirja e Obhetivonan di Cumplimento Final den e módulo di instruccion. Si e empleado faya den e test aki pa cualkier parti, el ta ser duná instruccion of trabao practico adicional of ta haya conseho pa preparé pa bolbe pasa tal parti di e test.

E Obhetivonan di Cumplimento Final ta consisti di tres parti:

- E accion cu e trainee mester haci pa muestra cu el a cumpli cu e obhetivo.
- E condicionnan of circunstancianan bao di cual e trainee ta ser sperá di traha.
- E criterio of standard di cumplimiento cual lo ser usá pa evalua e cumpli-

mento exitoso di e trainee.

Di Cinco, experiencia adicional y practica lo ser duná pa alcanza habilidad completo di trabao. Esaki lo ser lográ door di cumplimiento productivo na trabao segun plan mientras e supervisor lo usa un lista di anotacion. Ta importante cu e averiguacion di cumplimiento aki ser realizá den un periodo mas cortico posible.

Departamento Mechanical ya a principia e Programa di Entrenamento pa Mehora Habilidad pa su tradesmen. Coordinador pa e programa ta Jerry Francis, asisti pa Instructor Mechanical Pablo van der Biezen. Otro instructorman den e programa lo ta expertonan den nan ramo specifico.

E módulonon of unidnan di entrenamento cu ya a ser desarroyá pa tradesmen di Mechanical ta inclui: Trahamento di Stelashi, pa cual Joe Davies di Scaffold Rentals di Baton Rouge tabata instructor; Reglanan Internacional pa Senjal di Man pa Operadonan di Equipo, cu Pablo van der Biezen como instructor; Entrenamento di Soot Blower duná pa Franklin Dowling; un Programa di Entrenamento di Instrumentacion pa DC-3500 específicamente adoptá pa personal di Instrumentacion na Oil Movements y di I. E. E. S., duná pa Errol Browne. Esaki e cubri Equipo di Test den Planta, Lezamento di Blueprint, Osciloscope y Instrumentnan pa controla fluho.

Tambe un programa di entrenamento ariba Analizadornan a ser duná pa J. Higgenbottom cu ta inclui Analizadornan di Oxigen y grado di acidez, chlorinadornan y terminologia y símbolo pa hidrocarburos.

Pa ehecuta e programa, e siguiente pasonan ta ser sigui :

- Tur tarea ta ser poní ariba un lista cual e trainee mester haci.
- Un analisis of evaluacion ta ser haci di cada tarea pa determina ki habilidadnan y/of saber ta exigí pa haci e tarea.
- Un chart ta ser prepará pa pone tur e tareanan den un orden lógico.

E chart aki ta muestra graficamente e interrelacionnan, manera pre-requisitonan y complexidad relativo.

(Continúa na Pag. 8)



STIP Coordinator Jerry Francis explains to Process, Technical and Mechanical managers and high-level supervisors how the STIP system will be used for Lago's plant-wide training needs.

Coordinador di STIP Jerry Francis ta splica na gerentenan y supervisornan di Departamento di Process, Technical y Mechanical com e sistema di STIP lo ser usa pa Lago su necesidadnan di entrenamento den planta.

Miss Teenage Intercontinental Pageant Held in Aruba Sept. 13 - 21



Maria Emilio de los Rios, from Venezuela, won the Miss Teenage Intercontinental 1974 title from among 111 contestants. The seven finalists are shown here (left to right): Gloria Pereira - Nicaragua; Solange de Castro - Curaçao; Victoria Perez - Colombia; Maria Emilio de los Rios - Venezuela; Maria Soledad Cambriol - Costa Rica, Lisa Langlois, Canada;



da; and Jenny Patiño - Argentina. The other competing beauty delegates were: Juliette Edwards - Antigua; Agda Frank - Aruba; Dawnell Todd - Bermuda; Jasmin Romondt - Bonaire; Zolli Salazar - Ecuador; Diana Huete - Honduras; Maritza Motta - Puerto Rico; Ana Maria Berry - St. Maarten; Xiomara Silie - Sto. Domingo; Joyd Pengel - Surinam; and Karen Young - U.S.A.



Miss Teenage Intercontinental receiving the Challenge Cup from Leo Berlinski Jr. At right is Raymundo Lee, Director of Miss Teenage Intercontinental contest.

Miss Teenage Intercontinental ta recibí e Wisselbeker for di Leo Berlinski Jr. Na drechi ta Raymundo Lee, Director di Concurso di Miss Teenage Intercontinental.



The three finalists: (l to r.) Lisa Langlois Canada, 2nd Runner-up and also Miss Photogenic; Maria Emilio de Los Rios - Venezuela, Miss Teenage Intercontinental 1974; and Maria Soledad Cambriol - Costa Rica, First Runner-up.



(Left to Right) 2nd Runner-up Lisa Langlois; Miss Hospitality Mary Lee Croes; Maria Emilio de los Rios, Miss Teenage Intercontinental 1974; Barbara Jean Sergi from the U.S.A., Miss Teenage Intercontinental 1973, and 1st Runner-up Maria Soledad Cambriol.



Maureen Vieira, Miss Aruba 1974, presents trophy to Miss Teenage Intercontinental Maria Emilio de los Rios. Miss Aruba 1974, Maureen Vieira, ta presenta trofeo Miss Teenage Intercontinental Maria Emilio de los Rios.

Farewell Party Held for Retiring Dr. G. G. Hendrickson Sept. 27



Medical Personnel Honor Their Director, Dr. G. G. Hendrickson, Sept. 26



The Medical Department employees presented several gifts to retiring Medical Director Dr. G. G. Hendrickson during a get-together at the Medical Clinic on September 26.

Empleadonan di Departamento Medico a presenta varios regalo na Director Medico cu ta bai cu pension, Dr. G. G. Hendrickson, durante un despedida na Clinica Medico ariba Sept. 26.



The highlight of the annual dinner-dance for the 11 teams of volunteer firefighters and their wives on Sept. 27 was the presentation of gold belt buckles to nine volunteer firefighters who have five or more years in this special service. At left, President J. M. Ballenger presents a gold buckle to Jacobo Maduro, while Fire Chief Raymond Peterson looks on. At right the recipients are shown (stand-

ing, l to r): Wim Diaz, President Ballenger, Jacobo Maduro, Fire Chief Raymond Peterson, Luis Anjie, Ebenezer Halley, Carmelo Lacle, all three team captains, and Theo Lattig. Front row (l to r): Pancho Krozendijk, Michi de Cuba, Irene Winterdaal and Freddy Christiaans. Not in picture are: Team Captain Sam Hodge, and 50 year-service volunteers Ralph Gibbs and Andres Hijmering.

Nine Firefighters with 5-Year Voluntary Service Receive Gold Buckles at Annual Party



Programa di STIP

(Continuá di pag. 5)

E obhetivo di Departamento Mechanical ta pa duna cada tradesman un chens pa sigui e instruccion di STIP pa permitié mehora su habilidadnan y cumplimiento cu trabao, usando un metodonan di entrenamiento, ayudonan di enseyanza y programanan optimo cual ta ser

usá den henter organizacion Exxon.

E sitio di entrenamiento di STIP ta temporalmente den edificio di Laboratorio. Plannan ta ser desaroyá pa haci e lugar aki un centro di entrenamiento permanente pa Departamento Mechanical.